

Company Retirement Plan Tips, Resources and Thoughts

For Plan Sponsors, Human Resources, CFOs, Controllers & CPAs
401(k)/403(b) Newsletter from Atlas (Q2 - 2018)

Reuters Special Report : "*Fidelity Puts 6 Million Savers on Risky Path*" - [CLICK HERE](#)
Atlas Response to the Reuters Special Report - [CLICK HERE](#)

Improving your 401(k)/403(b) Retirement Plan

This is the time of the year when you should be scheduling your Annual Investment Committee Meetings to review your fee structure, asset lineup for performance (and comparison against peer assets) and fees along with review of your Adoption Agreement for possible changes to improve plan design. This is part of your "Fiduciary Responsibility" to make sure you are in fiduciary compliance with your procedures and documentation. Too many financial and human resource professionals do not know of their fiduciary responsibility or to what extent their responsibilities begin and end. You should be in constant contact throughout the year and especially following the investment committee meetings (at least annual) in case there are any major changes or announcements that need to be communicated. This could include changes to the Adoption Agreement, rip/replace asset choices, company match, profit-sharing plan or even investment education offerings.

Headline Article - "[More Critical Target-Date Fund Trends To Consider](#)" - [CLICK HERE](#)

Featured Article (1) - "[11 Retirement Trends Happening Now](#)" - [CLICK HERE](#)

Featured Article (2) - "[How To Move 401\(k\) Financial Wellness From Idea To Execution](#)" - [CLICK HERE](#)

Featured Article (3) - "[Five\(5\) 401\(k\) Decision-Making and Documentation Best Practices](#)" - [CLICK HERE](#)

Featured Article (4) - "[HSAs and 401\(k\)s: Not An 'Either/Or' Discussion](#)" - [CLICK HERE](#)

MORE Article Links that you will find Interesting and Educational:

Millions of Americans Overlook Retirement Savings Tax Credit - [CLICK HERE](#)

Will Millennials Have Enough To Retire? - [CLICK HERE](#)

5 (Critical) Reasons For Fiduciary Liability Insurance - [CLICK HERE](#)

More Employers Report 401(k) Plan Enhancements - [CLICK HERE](#)

What Happened With IRA Balances, Contributions, Allocations And Withdrawals?" - [CLICK HERE](#)

[401\(k\) - Top 6 Reasons Why It's That Important To Your Business](#) - *Authored by Ron Lang*

Need a *SPEAKER* for your **Human Resource Association/Group OR CPA Association/Group**

Ron Lang has been a very well-received speaker at many groups and offers a variety of topical content that have been SHRM, HRCI CE and CPE approved. - [EMAIL For More Information](#)

Dedicated 401(k) Web Site - www.Atlas401kPlans.com

We are now *officially* listed in the SHRM National Vendor Directory as a Premier Partner

[Click Here to view the listing](#)

Are You A Fiduciary On Your 401(k) Plan?

This is a question we don't get often enough and is often forgotten in ignorance. Many people that may not think they have fiduciary responsibility, *but truly do*. If you are a/in business owner, management, human resources or business partner, you could have some level of fiduciary responsibility. If you are unsure, you need to contact your 401(k) Service Provider and/or an ERISA attorney. One of the best things your company should consider is outsourcing the 3(38) and 3(21) fiduciary responsibility.

Fiduciary Compliance Tip - If you have "eligible" employees for the 401(k) plan and the decline to participate, make them sign a letter that they have declined participation in the plan. If you ever get audited you now have documentation that they declined to participate. Consider doing this every year, not just the first year they are eligible.

Understanding 3(38) and 3(21) Fiduciary Responsibility - [CLICK HERE](#)

Popular Topics from Prior Newsletters

Do you have a HSA (Health Savings Account) Program?

One of the fastest growing company benefits that is a minimal cost to the company, but provides maximum benefit to the employee. If you have a " **High- Deductible Health Plan(HDHP)**" with a deductible over \$1,350/year (Self-Only) or \$2,700 deductible for Individual with Family Coverage, this is an inexpensive way to help them pay for healthcare during the current year (Pre-Tax) and save for future healthcare costs as they age and eventually retire. The HSA acts as a savings account that grows "tax free" and for the employees that truly are conscience of healthcare costs (both current and future), they will welcome this added benefit.

Contribution Limits (2018) -

Self-Only Coverage (\$3,450/annually), Individual with Family Coverage is \$6,000/annually)

Out-of-Pocket Expenses(2018) -

deductibles, co-payments and other amounts, but not premiums - are \$6,650 or less for Self-Only Coverage or \$13,300 or less for Family Coverage.

[Click Here for More Information on Company HSA Plans](#)

Ask yourself and your 401(k) Plan Committee the following questions:

1. Have you reviewed your Investment Policy Statement (IPS) annually?

2. Have you compared EACH of your Funds/ETFs for reasonable fees and performance?
 3. Have you sent out a company survey of 5-7 questions to solicit feedback on your 401(k) Plan?
 4. Do you have a complete "Fiduciary File" of all your 401(k) Plan documents (centralized)?
 5. Have you checked your Fidelity Bond amount to make sure it covers your total plan assets?
 6. Do you have procedures for new eligible employees on your plan?
 7. Do you get good service? Calls frequently? Offers Education? Offers tax strategy consulting?
 8. Have you interviewed 1-2 other companies just to compare service and asset offerings?
- (These are just a sample of important questions to ask at this time of the year)*

401(k) Plan Review - Checklist

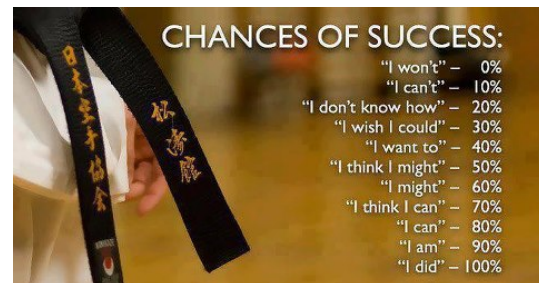
Atlas has provided a 2-Page 401(k) Plan Review checklist for you to download

[CLICK HERE TO VIEW THE CHECKLIST AND DOWNLOAD](#)



Article: Why You Need a TPA For Your 401(k) Plan

This article reviews why you need and should use a TPA(Third-Party Administrator) and the basic functions and services they provide. Unless you have someone with extensive experience on staff, you should have someone outside your organization review your plan structure along with flexible options, submit all required government forms and run all necessary tests to make sure you are in compliance. This article was written and provided by Nora Bethman from NEBS.



[Link to Complete Article](#)





Benchmark Your 401(k) Plan Today

It is your **Fiduciary Responsibility** to make sure that your plan has a reasonable fee structure and your Fund/ETF Lineup is performing as expected. If the independent Benchmark Report identifies issues and you don't take care of them, you could be at risk for an DOL Audit.

[Click Here for Benchmark Report Info](#)



401(k) Education Workshops

We have recently just posted our latest workshop schedule. The workshops are on Plan Structure and DOL Fiduciary Responsibility. If you are involved with your company 401(k) or have clients that have a 401(k) plan, you need to attend. This workshop is for Plans Sponsors, HR, CFO's, Controllers, Business Owners & CPAs (CPE Credits offered). We pride ourselves on Providing Education along with topical, timely and very useful information.

[Click Here for Workshop Schedule & Registration](#)



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